

COLLECTIVE BARGAINING AGREEMENT

Between

**Teamsters Local 700
(Representing Bureau of Administration
Print Shop Employees)**

And

COUNTY OF COOK

December 1, 2017 thru November 30, 2020

**Effective Upon Approval by the Cook County Board of
Commissioners**

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COLLECTIVE BARGAINING AGREEMENT

PREAMBLE

This collective bargaining agreement is entered into between the County of Cook and the Sheriff of Cook County hereinafter referred to as the "County" and the "Union", Teamsters Local 700 referred to as "Union".

ARTICLE I Recognition

Section 1.1 Representative Unit:

The Employer recognizes the Union as the sole and exclusive representative for all employees of the Employer in the job classifications set forth in Appendix A's of this Agreement and excluding all confidential employees, technical, professionals, supervisors, managers, seasonal employees, all industrial relations and personnel department employees. ILRB Certification 16 August 2018 Case # L-RC-19-001

The term "Department" when used in this Agreement shall be understood as referring to the following:

011 Bureau of Administration - Printing and Graphic Services

Section 1.2 Union Membership:

The Employer does not object to Union membership by its employees and believes that certain benefits may inure from such membership. For the purpose of this Section, an employee shall be considered to be a member of the Union if he/she timely tenders a validly executed written membership form to the Employer required as a condition of membership.

The Employer will grant the Union an opportunity during the orientation of new employees to present the benefits of Union membership, at which time the Union may give such employees a copy of this Agreement.

Section 1.3 Dues check off:

The Employer, upon receipt of a validly executed written authorization card, shall deduct Union dues and fees from the payroll checks of all employees so authorizing the deduction in any amount set by the Union, and shall forward such deductions to the Union within thirty (30) calendar days after close of the pay period for which the deductions are made. Nothing contained in this Section shall be construed to mandate membership in the Union or require the payment of dues/fees without authorization from the employee.

Section 1.4 "New Employees":

The Employer shall provide to the Secretary-Treasurer and the President of the Union within thirty (30) days, name, address, email address, classification, rate of salary and starting date of any new employee hired into the Union's bargaining unit. The Employer shall allow a representative of the Union to meet with new employees within thirty (30) days of hire to discuss the benefits of Union membership. The Employer shall provide a private meeting space and shall schedule meetings at a mutually agreeable time during the new employees' regularly scheduled work day. Employees shall not suffer a loss in pay for attendance at these meetings.

Section 1.5 D.R.I.V.E

The Employer agrees to deduct from the pay of those unit employees who individually request it voluntary contributions to D.R.I.V.E. D.R.I.V.E. shall notify the Employer of the amounts designed by each contributing unit employee that are to be deducted from the unit employee's paycheck on each payday, provided that all unit employees contribute in the same amount. The Employer shall transmit such deductions to the D.R.I.V.E. National Headquarters (DRIVE., International Brotherhood of Teamsters 25 Louisiana Avenue, NW, Washington D.C. 20001) on a monthly basis along with the name of each unit employee on whose behalf a deduction is made, the unit employee's social security number and amount deducted from the unit employee's paycheck.

Section 1.6 Teamsters Local 700 Benevolent Fund

The Employer agrees to deduct from the pay of those employees who individually request it, voluntary contributions to the Teamsters Local 700 Benevolent Fund ("Benevolent Fund").

Section 1.7 Electronic Authorization

The Employer and the Union will agree to review and explore the feasibility of using electronic records and/or electronic signatures consistent with state and federal law which allows the Employer and the Union to use electronic authorization to verify Union membership and/or authorize voluntary deductions of union dues and fees from wages or payments for remittance to the Union.

Section 1.8 Religion Exemption:

Employees who are members of a church or religious body having a bona fide religious tenet or teaching which prohibits the payment of a fair share contribution to a union shall be required to pay an amount equal to their fair share of Union dues, as described in Section 4, to a non-religious charitable organization mutually agreed upon by the Union and the affected employees as set forth in Section 6 (g) of the Illinois Public Labor Relations Act.

Section 1.9 Indemnification:

The Union shall indemnify and save the County harmless against any and all claims, demands, suits, or other forms of liability that may arise out of or by reason of any action taken by the County for the purpose of complying with any provisions of this Agreement. If an incorrect deduction is made, the Union shall refund any such amount directly to the involved employee.

ARTICLE II

Employer Authority

Section 2.1 Employer Rights:

The Union recognizes that the Employer has the full authority and responsibility for directing its operations and determining policy. The Employer reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon it and vested in it by the statutes of the State of Illinois, and to adopt and apply all rules, regulations and policies as it may deem necessary to carry out its statutory responsibilities; provided, however, that the Employer shall abide by and be limited only by the specific and express terms of this Agreement, to the extent permitted by law.

Section 2.2 Employer Obligation:

The Union recognizes that this Agreement does not empower the Employer to do anything that it is prohibited from doing by law.

Section 2.3 Union and Employer Meetings:

For the purpose of conferring on matters of mutual interest which are not appropriate for consideration under the grievance procedure, the Union and Employer agree to meet periodically through designated representatives at the request of either party and at mutually agreed upon times and locations. The Union and Employer shall each designate not more than five (5) representatives to a labor-management committee for this purpose.

ARTICLE III

Hours of Work and Overtime

Section 3.1 Purpose of Article:

The provisions of this Article are intended to provide the basis for calculating overtime pay, and shall not be construed as a guarantee of hours of work per day or days per week or pay in lieu thereof, or as a limitation upon the maximum hours per day or per week which may be required.

Section 3.2 Regular Work Periods:

- A. The regular work day for a full time employee shall consist of eight (8) consecutive hours within the twenty-four (24) hour period beginning at his/her scheduled starting time.
- B. The length of paid lunch periods and breaks presently granted shall be 1 hr paid lunch and two (2) fifteen (15) minute breaks. Breaks cannot be combined.
- C. Employees shall be paid once every two weeks (bi-weekly). If possible, checks shall be distributed before lunch time on payday.

Section 3.3 Overtime Pay:

Overtime shall be paid for any hours worked only where the employee has actually worked at least forty (40) hours in that week (or, for those employees whose entitlement to overtime is measured on the basis of an eighty (80) hour pay period, overtime shall not be paid for any hours worked unless the employee has actually worked eighty (80) hours in the pay period).

In determining whether an employee is entitled to overtime pay, hours in which the employee is in pay status because of benefit (PTO) time (including but not limited to sick pay, shall not count toward the applicable threshold of hours worked, nor shall time spent on an approved leave of absence, whether paid or unpaid, count toward the applicable threshold.

- A. Overtime will be voluntary to the extent possible. Employees may be assigned overtime work provided that such overtime shall be limited to either emergency conditions which cannot be deferred and which cannot be performed with the personnel available during normal working hours, or because of an abnormal peak load in the activities of the Department.
- B. An employee shall be paid one and one-half times of the employee's regular hourly rate for all hours worked in excess of eight (8) hours in any regular work day, or over forty (40) hours in any regular work week.
- C. The County shall refuse overtime that would result in more than 40-hours of overtime in any pay period or that would result in more than 624 hours of overtime in a fiscal year, except for situations of operational necessity as determined by the County.

Section 3.4 Overtime Work:

The Employer will attempt to assign overtime work to the employees who are immediately available when the need for overtime arises and who normally and customarily perform the work involved, except that in cases of emergency the Employer may assign the overtime work to any employees immediately available.

In situations where the overtime in the Department is abnormal due to the workload in the Department, overtime opportunities may be offered to employees outside the primary classification where the work is available. It is the intention of the parties that overtime will be distributed equitably among the employees in the same job classification within the department, and in the case of abnormal workload, equitably throughout the workforce among those employees wishing to perform overtime work.

Section 3.5 Flextime:

Requests by employees for flextime schedules may be granted if practicable to do so. The scheduling of flextime shall be by mutual arrangement between the employee and his/her supervisor. Flextime shall not be granted or denied in a discriminatory or arbitrary manner. All agreements reached regarding flextime schedules will be reduced to writing and signed by the employee, his/her supervisor, the Department Director and the Director of Human Resources.

The flextime schedule will become effective upon verbal approval by the Department Director and will remain the employee's regular scheduled hours of work unless disapproved by the Department of Human Resources, or until the schedule is changed or eliminated.

Section 3.6 Call Back Pay:

An employee called back to the work site outside of his/her regularly scheduled shift or on his/her scheduled days off shall be paid a minimum of two (2) hours pay at the applicable rate. Any bargaining unit work started shall be paid a minimum of four (4) hours pay at the applicable rate.

Section 3.7 Lunch and Breaks During Overtime Periods:

Employees working overtime shall receive a fifteen-minute break after four (4) hours of overtime work. Employees assigned to work overtime for a continuous period of six (6) hours or more beyond their regular work day shall be granted a one-hour lunch in addition to their fifteen-minute break.

ARTICLE IV Rates of Pay

Section 4.1 Wage Rates:

Employees in the job classifications set forth in Appendix A shall receive the hourly rate provided for their respective grade and length of service in that job classification as set forth on Schedule I. Any employee who receives an upgrade or reclassification during the term of this Agreement shall be paid the rate set forth in Schedule I and any subsequent Schedules promulgated as a result of increases for the pay grade of the upgraded classification. Employees shall be increased to the appropriate step upon completion of the required length of service in a classification unless the parties agree otherwise.

The salary grades and steps applicable to this bargaining unit shall be increased as follows during the term of this agreement:

Effective thirty (30) days following the ratification of the agreement by the Cook County Board of Commissioners, all bargaining unit members in active status shall receive a one-time \$1200 payment

Effective December 1, 2018, the entry rate for all job classifications shall be reduced by 10%

Effective December 1, 2018, the pay rates for all job classifications shall be frozen

Effective December 1, 2019, the pay rates for all job classifications shall be frozen

Effective the first full pay period on or after June 1, 2019 the pay rates for all classifications shall be increased 2.0%

Effective the first full pay period on or after June 1, 2020 the pay rates for all classifications shall be increased 2.0%

Section 4.2 New, Changed or-Misclassification:

- A. During the term of this Agreement, the County may establish new and changed job classifications, provided that a major alteration of the classification structure shall not be made.

In the event a new classification is placed in the bargaining unit for any reason, the County and the Union agrees to meet and bargain the terms and conditions of employment for that new classification, including rates of pay, work rules, etc., within thirty (30) days of their inclusion in the bargaining unit. The County may put the new and changed job classifications or duties into effect after timely notice to the Union, and discuss and set terms and conditions of employment, including the rates of pay with the Union, using the duties, responsibilities, qualifications and grade levels of the classifications in Appendix A as a guide for determining the new rate. If the parties are unable to agree on the rate of pay, the County may put a rate into effect, and the Union, thereafter, may submit any dispute to the grievance procedure.

- B. An employee also may request that his/her position be reclassified, and the request will be reviewed by the employee's Department Head; if the Department Head agrees that the request is reasonable and/or justified, the Department Head will promote the employee if possible, or include reclassification in the forthcoming departmental budget request. The County will discuss any reclassifications with the Union prior to implementation.

Section 4.3 Classification and Grade Changes:

If an employee is promoted, reclassified, demoted or transferred into another classification through the application of this Agreement the following rules shall apply:

- A. Promotions: An employee who is promoted to a job in a higher salary grade shall be entitled to placement in the step of the new salary grade which will provide a salary increase at least two (2) steps above the salary received at the time the promotion is made, provided that --
1. The new salary does not exceed the maximum established for the grade to which the employee is promoted.
 2. The new salary is not below the first step established for the grade to which the employee is promoted.

If the new classification represents a promotion from a classification outside the represented unit to a classification within the represented unit, the employee shall be placed in the lowest step in the progression schedule for the new classification which will provide the employee an increase in pay.

Subsequent increases within any new classification shall occur as of the first pay period commencing after the effective date of placement in the new classification.

In all cases of promotion, the effective date will set a new anniversary date.

B. Reclassifications:

1. An employee whose job is reclassified to a lower classification shall continue to receive compensation at the same rate received immediately prior to reclassification. Such action shall not change the employee's anniversary date. If the salary rate received immediately prior to reclassification is less than the last step rate of the lower classification, the employees shall be entitled to further step advancement.
2. An employee whose job is reclassified to a higher classification shall be placed in the first step of the higher grade which provides an increase one **(1)** step above the salary received at the time of the reclassification. Such action will change the employee's anniversary date.

In all cases of reclassification, the employee shall receive at least the first step of the grade to which the position is reclassified.

C. Demotions:

The following shall apply to demotions from one grade to another:

1. An employee performing the duties of a job continuously and demoted to a job in a lower salary grade, shall have the salary adjusted in the new job to the same step of the new salary grade as was received in the salary grade of the job from which demoted.
2. An employee promoted to a job in a higher salary grade and subsequently demoted to a job in a lower salary grade, shall have the salary adjusted to the step of the salary grade to which the employee would be entitled had the employee remained in the salary grade from which the employee was promoted.

D. Transfers:

An employee transferring from one department to another in the same job classification and/or grade shall be eligible to receive the salary the employee has been receiving at the time of transfer. Such appointment shall not set a new anniversary date.

Section 4.4 Job Descriptions:

Job descriptions for each position in the bargaining unit shall be maintained in the Employer's offices and shall be given to each current employee upon request and to each new employee when they assume the position. Where possible and available the Employer shall supplement such job description with existing internal job descriptions.

Section 5.1 Probationary Period:

After the date of this Agreement, the probationary period for a new employee, or an employee hired after a break in continuous service, shall be twelve months (one year). A probationary employee shall have no seniority and may be terminated at any time during the probationary period for any just cause and shall have no recall rights or recourse to the grievance procedure with respect to any discipline or discharge. Upon completion of the probationary period, the employee's seniority shall be computed as of the date of his/her most recent hire.

Section 5.2 Definition of Seniority

For purpose of this Article, seniority is defined as an employee's length of continuous employment in the bargaining unit as a full-time employee. In the event employees are hired on the same day, the lowest employee number would be most senior.

Section 5.3 Promotions, Transfer:

In order to be selected for a position, applicants shall meet the qualifications of the job description. In all cases of promotion, the Employer shall consider the following factors in assessing candidates for an available position: ability, education (or equivalent experience), other qualifications or characteristics of the candidate and work history. Seniority shall govern the selection among relatively equal bidders.

In cases of promotion and transfer, employees shall have first preference in order of their seniority, provided that the employee has the ability and fitness to perform the required work. In the event a permanent vacancy occurs outside the department in which a fully qualified employee in the bargaining unit is working, such permanent vacancy will be made known to all such employees and the Union prior to hiring a new employee to fill such vacancy. The most senior fully qualified employee desiring to fill such vacancy will be transferred on the basis of countywide seniority and the vacancy so created will be filled by a new hire.

Section 5.4 Reduction in Work Force, Layoff and Recall:

Employees and the Union shall be given notice of any reduction in force at least two (2) weeks prior to the proposed effective date of the reduction in force. The Employer shall meet with the Union (upon request) to discuss alternatives to a potential reduction in force as soon as feasible possible following a request to meet for this purpose.

Should the Employer determine that it is necessary to decrease the number of employees within a job classification; the following procedure will be utilized:

1. The Employer will determine the number of positions to be reduced within each classification.
2. Layoff shall be in inverse seniority order within classification provided the

employer will examine the ability and other qualifications or characteristics of the candidate and his/her work history.

3. Further, provided that the employees are relatively equal, inverse seniority as defined in Section 2 shall prevail in determining the employee or employees who will be laid off.
4. An employee subject to layoff will be placed in any vacant position for which he/she is qualified or may replace an employee who has not completed his/her probationary period, or is a temporary employee in a position for which the employee subject to layoff is qualified. In addition, an employee in a position to be eliminated may bump any junior employee within his/her Department in any position within the same or lower grade provided that his/her skill and ability to perform the job are equal to or greater than the junior employee who would be bumped.
5. Employees will be recalled to work in seniority order of layoff under this provision before any new employees are hired within their classification. Employees placed on layoff shall be entitled to recall for a period of one (1) year following the date of layoff.

With the exception of layoffs for five (5) days or less, and except in a bona fide emergency, each collective bargaining agreement shall provide for written notice to the Union of the layoff thirty (30) days prior to the effective date of the layoff.

Section 5.5 Promotions and Shift Assignment:

Should the Employer begin an additional shift of work, employees in the affected classification shall be given first choice by seniority within the appropriate classification to accept a different shift. In the event that there are insufficient volunteers for the additional shift, the Employer may assign employees within the appropriate classification in inverse order of seniority to the newly-created shift.

Section 5.6 Return to Former Job:

An employee who has been promoted or transferred to another job within the bargaining unit may be returned to his/her former job or an equivalent position, under no circumstances shall the period in which there is an ability to return to the former job be longer than thirty (30) calendar days or before completion of a formal training program, if the employee does not demonstrate the ability and qualifications to satisfactorily perform the job to which promoted or transferred. Prior to any such return, the employee shall be given a reasonable amount of training in order to perform the job in an adequate manner, as determined by the Employer.

An employee who has accepted a different job within the bargaining unit may ask to return to his/her former job within fifteen (15) days after commencing work on the new job, An employee who receives a new job under this procedure shall not be permitted to bid for another job for one (1) year thereafter, and an employee who returns to his/her former

classification under this procedure will not be permitted to bid again on the same job for one (1) year thereafter.

Effective upon ratification the Employer shall be under no obligation to post notice(s) of vacant positions on any bulletin boards. The County shall post vacancies on the Cook County computerized application system (currently: Taleo).

Section 5.7 Termination of Seniority:

An employee's seniority and employment relationship with the Employer shall terminate upon the occurrence of any of the following:

- (a) Resignation or retirement;
- (b) Discharge for just cause;
- (c) Absence for three (3) consecutive work days without notification to the department head or a designee during such period of the reason for the absence, unless the Employee has an explanation satisfactory to the Employer for not furnishing such notification;
- (d) Failure to report to work at the termination of a leave of absence or vacation, unless the employee has an explanation acceptable to the Employer, for such failure to report for work;
- (e) Absence from work because of layoff or any other reason for six (6) months in the case of an employee with less than one (1) year of service when the absence began, or twelve (12) months in the case of all other employees, except that this provision shall not apply in the case of an employee on an approved leave of absence, or absent from work because of illness or injury covered by duty disability or ordinary disability benefits;
- (f) Failure to report for work upon recall from layoff within ten (10) working days after notice to report for work is sent by registered or certified mail or by telegram, to the Employee's last address on file with the Department Personnel Office;
- (g) Engaging in gainful employment while on an authorized leave of absence, unless permission to engage in such employment was granted in advance by the Sheriff in writing.

Section 5.8 Transfer of Stewards:

Employees acting as Union stewards under Article XI, Section 7, of this Agreement shall not be transferred from their job classifications or departments because of their activities on behalf of the Union. Any transfers of Union stewards from their job classifications or departments, other than in an emergency, will be discussed with the Union in advance of any such transfers.

Section 5.9 Seniority List:

On December 1st and June 1st of each year upon request from the unions, the Employer will furnish each local union a list showing the name, number, address, classification and last hiring date of each employee in the bargaining unit, and whether the employee is entitled to seniority or not. The Employer shall post a similar list without employee addresses on bulletin boards designated for employee notices. Within (30) calendar days after the date of posting, an employee must notify the Employer in writing of any error in his/her last hiring date as it appears on that list or it will be considered correct and binding on the employee and the Union for that period of time. The Employer will furnish the Union monthly reports of any changes to such list.

Section 5.10 Job Posting:

When job openings or vacancies occur within the bargaining unit, or when new positions are created, upon the decision to fill said vacancies, the Employer shall post a notice on all bulletin boards where notices to employees are normally posted.

The posting shall include the following information: job classification and grade, salary, minimum qualifications for the position and job summary. These postings will be for a period of fourteen (14) calendar days.

The Employer shall not demote, suspend, discharge, or take any disciplinary action against an employee without just cause. Employees who are to be or may be disciplined are entitled to Union representation exclusively in any disciplinary proceeding. The Union and Employer agree that discipline should be timely progressive and accompanied by counseling, where appropriate. It is understood that all oral and written disciplines will be discarded after eighteen (18) months if there has not been a like discipline problem.

ARTICLE VI

Holidays

Section 6.1 Regular Holidays:

The following days are hereby declared holidays, except in emergency and for necessary operation, for all employees in the bargaining unit:

a. New Year's Day	January 1
b. Martin Luther King's Birthday	Third Monday in January
c. Lincoln's Birthday	February 12
d. Presidents' Day	Third Monday in February
e. Casimir Pulaski Day	First Monday in March
f. Memorial Day	Last Monday in May
g. Independence Day	July 4
h. Labor Day	First Monday in September
i. Columbus Day	Second Monday in October
j. Veteran's Day	November 11
k. Thanksgiving Day	Fourth Thursday in November
l. Christmas Day	December 25

In addition to the above, any other day or part of a day shall be considered a holiday when so designated by the Board of Commissioners of Cook County.

Should a certain holiday fall on Saturday, the preceding Friday shall be set as the holiday; should a certain holiday fall on a Sunday, the following Monday shall be set as the holiday.

In addition to the foregoing paid holidays, employees shall be credited with one (1) floating holiday on December 1 of each year, which must be used by the employee between December 1 and November 30. The floating holiday may not be carried over into the next fiscal year. The floating holiday will be scheduled in accordance with the procedures for vacation selection.

Use of the floating holiday is restricted to a full day increment. Requests shall not be unreasonably denied. If an employee is required to work on an approved floating holiday, the employee shall receive one and one-half times the employee's regular hourly rate for the hours actually worked plus eight (8) hours pay.

Section 6.2 Eligibility:

To be eligible for holiday pay, an employee must satisfy each of the following requirements:

- (a) The employee must have worked the regularly scheduled number of hours on the last scheduled day before and the first scheduled day after the holiday, unless the employee has a reasonable explanation acceptable to the Employer.
- (b) The employee must have worked at least forty (40) hours during the pay period in which the holiday occurs unless the employee was on vacation leave during such period, unless the employee has a reasonable explanation acceptable to the Employer.

Section 6.3 Holidays in Vacation:

If a holiday falls within an employee's scheduled vacation, such employee, if otherwise eligible, shall be granted an additional day of vacation.

Section 6.4 Failure to Report:

An employee scheduled to work on a holiday but who fails to report shall not be eligible for a paid holiday, unless the employee has a reasonable explanation, acceptable to the Employer for failing to report.

ARTICLE VII Vacations

Section 7.1 Eligibility:

- A. All bargaining unit employees, who have completed one year of service with Cook County, including service mentioned in Section 1, Paragraphs C and E, shall be granted vacation leave with pay for periods as follows:

<u>Anniversary of Employment</u>	<u>Days of Vacation</u>	<u>Maximum Accumulation</u>
1st thru 6th	10 working days	20 working days
7th thru 14th	15 working days	30 working days
15th thru -	20 working days	40 working days

Employees may use only such vacation leave as has been earned and accrued; provided, however, that five (5) working days of the initial vacation allowance may be allowed after the first six (6) months of service.

- B. Any employee of the County of Cook who has rendered continuous service to the City of Chicago, the Chicago Park District, the Forest Preserve District, the Water Reclamation District of Greater Chicago and/or the Chicago Board of Education shall have the right to have the period of such service credited and counted for the purpose of computing the number of years of service as employees of the County for vacation credit only.
- C. In computing years of service for vacation leave, employees shall be credited with regular working time plus the time of duty disability.
- D. Any Cook County employee who is a re-employed veteran shall be entitled to be credited with working time for each of the years absent due to military service. The veteran's years of service for purposes of accrual of vacation time in the year of return to employment with Cook County shall be the same as if employment had continued without interruption by military service.
- E. Any Cook County employee who is a re-employed veteran shall be entitled to be credited with working time for each of the years absent due to military service. The veteran's years of service for purposes of accrual of vacation time in the year of return to employment with Cook County shall be the same as if employment had continued without interruption by military service.
- F. Holidays recognized by the Board of Commissioners of Cook County are not to be counted as part of a vacation.

Section 7.2 Vacation Accrual:

Vacation accruals will be carried out in accordance with the biweekly payroll system. Employees must be in a pay status for a minimum of five days in a pay period to accrue vacation time in that period.

Section 7.3 Vacation Pay:

The rate of vacation pay shall be the employee's regular straight-time hourly rate of pay in effect for the employee's regular job at the time the vacation is being taken.

Section 7.4 Vacation Preference and Scheduling:

Employees may use only such vacation leave as has been earned and accrued provided, however, that five (5) working days of the initial vacation allowance may be allowed after the first six (6) months of service. The Administration/Designee may establish the time when the vacation shall be taken.

Where two or more employees in the same department performing the same job request vacation during the same calendar period and all employees cannot be released at the same time, then the vacation requests shall be granted in order of the employee's seniority.

Section 7.5 Accrued Benefits at Separation:

In the event an employee has not taken vacation leave as provided by reason of separation from service, the employee, or in the event of death, the employee's spouse or estate, shall be entitled to receive the employee's prevailing salary for such unused vacation periods.

ARTICLE VIII Welfare Benefits

Section 8.1 Hospitalization Insurance:

The Union accepts the current health coverage program through fiscal year 2020.

- A. The County agrees to maintain the current level of employee and dependent health benefits in accordance with Appendix C of this agreement with the below modifications to the plan design through fiscal year 2020.

Item	12/1/15
Classic Blue	Eliminate
HMO OOP Maximum	\$1,600/\$3,200
HMO Accident/Illness	\$15
HMO Urgent Care	\$15
HMO Specialists	\$20
HMOER	\$75
PPO Deductible	\$350/\$700
PPO OOP Maximum	\$1,600/\$3,200
PPO Accident/Illness	90% after \$25
PPO Specialist	90% after \$35
PPO ER	\$100
RX	\$15/30/50
Generic Step Therapy	Implement
Mandatory Maintenance Choice	Implement
Healthcare Contributions	Additional 1 percent of salary aggregate increase (.5 percent increase on 12/1/15 and .5 percent increase on 12/1/16)

Section 8.2 Sick Pay:

- A. Employees compensated on a monthly rate, other than seasonal employees, will accrue sick leave in accordance with the biweekly payroll system. Employees must be in a pay status for a minimum of five (5) days in a pay period to accrue sick time in that period.

Sick leave is granted by Cook County because an employee is unable to perform his assigned duties, or because his presence at his place of work would jeopardize the health of his co-workers. Accordingly, sick leave shall not be used as additional vacation leave.

- B. Sick leave may be accumulated to equal, but at no time to exceed, one hundred seventy-five (175) working days, at the rate of twelve (12) working days per year. Records of sick leave credit and use shall be maintained by the department. Severance of employment terminates all rights for the compensation hereunder. Amount of leave accumulated at the time when any sick leave begins shall be available in full, and additional leave shall continue to accrue while an employee is using that already accumulated.
- C. Sick leave may be used for illness, disability incidental to pregnancy, or non-job related injury to the employee; appointments with physicians, dentists, or other recognized practitioners; or for serious illness, disability, or injury, in the immediate family of the employee. After five (5) consecutive sick days, employees shall submit to their department head a doctor's certificate as proof of illness. Sick leave may be used as maternity or paternity leave by employees.
- D. If, in the opinion of the Employer, the health of an employee warrants prolonged absence from duty, the employee will be permitted to combine his/her vacation, sick leave and personal days.
- E. An employee may apply for disability under the rules and regulations established by the Pension Board

Section 8.3 Disability Benefits:

Employees incurring any occupational illness or injury will be covered by Workers' Compensation insurance benefits. Employees injured or sustaining occupational disease on duty, who are off work as result thereof shall be paid Total Temporary Disability Benefits pursuant to the Workers' Compensation Act. Duty Disability and ordinary disability benefits also will be paid to employees who are participants in the County Employee Pension Plan.

Duty disability benefits are paid to the employee by the Retirement Board when the employee is disabled while performing work duties. Benefits amount to seventy-five percent (75 %) of the employee's salary at the time of injury, and begin the day after the date the salary stops. Ordinary disability occurs when a person becomes disabled due to

any cause, other than injury on the job. An eligible employee who has applied for such disability compensation will be entitled to receive, on the thirty-first (31st) day following disability, fifty percent (50 %) of salary, less an amount equal to the sum deducted for all annuity purposes. The first thirty (30) consecutive days of ordinary disability are compensated for only by the use of any accumulated sick pay and/or vacation pay credits unless the employee and the Employer otherwise agree. The employee will not be required to use sick time and/or vacation time for any day of duty disability. All of the provisions of this Section are subject to change in conjunction with changes in State laws.

Section 8.4 Life Insurance:

All employees shall be provided with life insurance in an amount equal to the employee's annual salary (rounded to the next \$1,000), at no cost to the employee, with the option to purchase additional insurance up to a maximum of the employee's annual salary. No life insurance shall be offered through the County's HMO plans.

Section 8.5 Pension Plan:

The County Employees and Officers Annuity and Benefit Fund will be continued in effect for the duration of this Agreement and all employees of the County are required to become members of that Fund. The Fund will continue to provide employees with annual statements of their interests therein

All employees shall be eligible to participate, at no cost to them, in the dental plan in accordance with Appendix C. No dental coverage shall be offered through the County's HMO plans.

Section 8.6 Dental Plan:

All employees shall be eligible to participate, at no cost to them, in the dental plan in accordance with Appendix C. No dental coverage shall be offered through the County's HMO plans.

Section 8.7 Vision Plan:

The Union accepts the current vision plan paid by the County. No vision coverage shall be offered through the County's HMO plans.

Section 8.8 Flexible Benefits Plan:

All employees shall be eligible to participate, at no cost to them, in a flexible benefits plan to be established by the County. Such plan shall include segregated IRS accounts for child care and medical expenses.

Section 8.9 Hospitalization New Hires:

All new employees covered by this Agreement shall be required to enroll in the County HMO plan of their choosing, such enrollment to be effective from the date of hire through the expiration of the first full health plan year following such date of hire.

ARTICLE IX

Leaves

Section 9.1 Bereavement Leave:

- A. Excused leave with pay will be granted, up to three (3) days, to an employee for the funeral of a member of the employee's immediate family or household. Immediate family includes mother, father, husband /wife, child (including step children and foster children) brother/sister, grandparents, grandchildren and spouse's parents and such people who have reared the employee.
- B. Any additional time needed in the event of bereavement may be granted consistent with the operating needs of the facility from accumulated vacation, personal days, or compensatory time accumulated by the employee. Leave requested to attend the funeral of someone other than a member of an employee's immediate family or household may be granted, but time so used shall be deducted from the accumulated vacation or personal leave of the employee making the request.
- C. If an employee's vacation is interrupted by a death in the immediate family, bereavement pay as described herein shall be allowed, and such days will not be counted as vacation.
- D. To qualify for pay provided herein an employee will provide management with proof of attendance at funeral, relationship and/or residence in household.
- E. The Employee shall have to submit one of the following as proof to the Employer for the leave to be compensated for Bereavement Leave: Letter from the Funeral Home Director, Obituary or a Certificate of Death.

Section 9.2 Union Leave:

A leave of absence not to exceed one (1) year without pay will be granted to an employee who is elected, delegated or appointed to participate in duly authorized business of the Union which requires absence from the job. Such leave may be extended by mutual agreement. Employees duly elected as delegates of the Union will be allowed time off, without pay, to attend State and National conferences and conventions of the Union, not to exceed ten (10) work days for all employees. Sick pay, vacation and insurance benefits will be provided as set forth in Section 8 of this Article.

Section 9.3 Military Leave:

An eligible employee who requires leave from employment for purposes of military service shall be entitled to compensation benefits, restoration rights, and any other guarantees provided by applicable federal or statute or Cook County ordinance or resolution.

Section 9.4 Regular Leave:

Regular leave shall be intended to take care of emergency and extraordinary situations which are not covered under other specified leave sections within this contract. Such leave shall be intended to take care of emergency situations and shall be limited to one (1) month for every full year of continuous employment by the County not to exceed one (1) year, except for military service.

An employee desiring a leave of absence shall make written application to his/her immediate supervisor, who will then refer the application to the Employer. The application shall include the purpose for the leave of absence and the dates for which the leave is requested. An employee granted leave of absence shall be eligible, when such leave expires, to receive the salary and the same or comparable position at the time the leave was granted.

Section 9.5 Maternity/Paternity Leave:

Employees who have been employed by the County for at least 12 months and have worked at least 1,250 hours during the prior year may be eligible for FMLA leave in the following circumstances:

- A. Birth of a child or placement of a child for adoption or foster care;
- B. Care of employee's spouse, child or parent who has a serious health condition, or;
- C. A serious health condition that renders an employee unable to perform the functions of his/her job.

Employees must provide their supervisors with at least 30 days' prior notice of an intention to take FMLA leave, or as much notice as is practicable in an emergency. Employees must complete a FMLA leave request form and submit it to their supervisor, along with a signed doctor's statement. The County shall pay its share of an employee's health insurance costs for the duration of FMLA leave.

Section 9.6 Seniority on Leave:

An employee on an approved leave of absence shall retain seniority, but shall not accrue pension benefits during such period (except as may be otherwise provided in the County's Pension Plan). Employees shall, however, receive retroactive increases for all time in which they were in pay status.

Section 9.7 Retention of Benefits:

An employee will not earn sick pay or vacation credits while on a leave of absence. An employee on a leave of absence except for maternity or paternity leave will be required to pay the cost of the insurance benefits provided in Article VIII in order to keep these benefits in full force and effect during the period of leave. Arrangements for payments of such costs through normal deductions or otherwise must be made with the County's Payroll Office prior to departure on the leave.

For the failure to make such arrangements the Bureau of Administration may cancel insurance benefits, which will be reinstated upon the employee's return to work, subject to such waiting period and other rules and regulations as may be applicable to the insurance plan.

Section 9.8 Use of Benefit Time:

Except where required by law, each employee covered by this Agreement shall not be required to use accumulated time prior to going on unpaid leave.

ARTICLE X Additional Benefits

Section 10.1 Jury Make-Up Pay:

In the event an employee is summoned for jury duty, which includes required reporting for jury when summoned, whether or not the employee is used as a juror, the County shall pay the employee the difference between the amount received for each day's jury service and the employee's regular straight-time earnings for the days such employee would have been scheduled to work, but for such jury service. The employee shall notify his/her supervisor promptly upon receipt of the jury summons.

Section 10.2 Election Day:

An employee who is a registered voter will receive two (2) hours' time off (without pay) during his regular work day so that he/she may vote in any general election. An employee desiring to take such time off shall arrange the exact hours of intended absence with his/her supervisor at least two work days prior to the election.

Section 10.3 Personal Days:

All employees shall be permitted four (4) days off with pay each fiscal year. Employees may be permitted these four (4) days off with pay for personal leave for such occurrences as observance of a religious holiday or for other personal reasons. Such personal days shall not be used in increments of less than one-half($\frac{1}{2}$) day at a time.

Employees entitled to receive such leave, who enter Cook County employment during the fiscal year, shall be given credit for such personal leave at the rate of one 1.24 hours per pay period (bi-weekly) (1) day for each full fiscal quarter in pay status; except that two (2) personal days may be used for observance of religious holidays prior to accrual, to be paid back in the succeeding two (2) fiscal quarters. No more than four (4) personal days may be used in a fiscal year.

If the health of an employee warrants prolonged absence from duty, the employee will be permitted to combine personal days, sick leave, and vacation leave. Personal days may be used consecutively if approved by the supervisor. Personal days off shall be scheduled in advance to be consistent with operating necessities and the convenience of the employee, subject to Department Head approval.

Personal days may not be used consecutively unless approved by the Department Head/Designee. Personal days off shall be scheduled in advance to be consistent with operating necessities and the convenience of the employee, subject to Department Head approval.

Severance of employment shall terminate all rights to accrued personal days.

ARTICLE XI

Grievance Procedure

Section 11.1 Policy:

The provisions of this Article supplement and modify the provisions of the Employer's Grievance Procedure applicable to all employees.

Section 11.2 Definition:

A grievance is a difference between an employee or the Union and the County with respect to the interpretation or application of, or compliance with, the agreed upon provisions of the Agreement, the County's rules and regulations or disciplinary action. The Union will send copies of grievances appealed or submitted at Steps Two and Three to the County's Director of Human Resources or his/her designee

Section 11.3 Representation:

Employees may take up grievances through Steps One to Three either on their own and individually or with representation by the Union. If an employee takes up a grievance without Union representation, any resolution of the grievance shall be consistent with this Agreement and the Union representative shall have the right to be present at such resolution. A grievance relating to all or a substantial number of employees or to the Union's own interests or rights with the Employer may be initiated at Step Two by a Union representative.

Section 11.4 Grievance Procedure Steps:

The steps and time limits as provided in the Employer's Grievance Procedure are as follows:

Step	Submission Time Limit This Step (Calendar days)	to Whom Submitted	Time Limits	
			Meeting	Response
1	30 days	Immediate Supervisor	5 days	5 days
2	5 days	Department Head	5 days	10 days
3	10 days	H.R./Sheriff/Designee	30 days	30 days
4	30 days	Impartial Third Party	30 days	30 days

Section 11.5 Time Limits:

The initial time limit for presenting a grievance shall be thirty (30) days and the same limit shall apply to hearings and decisions at Step Three. Time limits may be extended by mutual agreement in writing between the employee and/or the Union and the Employer.

Section 11.6 Step 4:

Grievances which are not resolved at Step Three may be appealed by the Union to Step Four. At Step Four a neutral person acceptable to the County and the Union will hear the facts and arguments and decide the issue.

Section 11.7 Stewards:

The Union will advise the Employer in writing of the names of the stewards in each department or area agreed upon with the Employer and shall notify the Employer promptly of any changes. Upon obtaining approval from their supervisor before leaving their work assignment or area, stewards will be permitted to handle and process grievances referred by employees at the appropriate steps of the grievance procedure during normal hours without loss of pay, provided that such activity shall not exceed a reasonable period of time.

Section 11.8 Union Representatives:

Duly authorized business representatives of the Union will be permitted at reasonable times to enter the appropriate County Facility for purposes of handling grievances or observing conditions under which employees are working. These business representatives will be identified to the Department Head/Designee in a manner suitable to the Employer, and on each occasion will first secure the approval of the Department Head/Designee to enter and conduct their business so as not to interfere with the operation of the Employer. The Union will not abuse this privilege, and such right of entry shall at all-time be subject to general Sheriff/Administration department rules applicable to non-employees.

Section 11.9 Impartial Arbitration:

If the Union is not satisfied with the Step 3 answer, it may within thirty (30) days after receipt of the Step 3 answer submit in writing to the County/Sheriff notice that the grievance is to enter impartial arbitration. The parties will select an arbitrator from a permanent panel of arbitrators agreed upon by both parties. The Union and the County/Sheriff will make arrangements with the Arbitrator to hear and decide the grievance without unreasonable delay. The decision of the Arbitrator shall be binding.

Expenses for the Arbitrator's services and the expenses which are common to both parties to the arbitration shall be borne equally by the County/Sheriff and the Union. Each party to an arbitration proceeding shall be responsible for compensating its own representatives and witnesses.

The Arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore or add to the provisions of this Agreement. The issue or issues to be decided will be limited to those presented to the Arbitrator in writing by the County/Sheriff and the Union. His/her decision must be based solely upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

The Union and the County/Sheriff shall meet within thirty (30) days after the effective date of this Agreement for the purpose of selecting a permanent panel of seven (7) arbitrators. The arbitrators shall be selected on a rotating basis. Either party shall have the authority to strike an arbitrator from the permanent panel at any time. The struck arbitrator will proceed on the cases currently assigned, but will not receive any new case assignments. In the event that an arbitrator is struck from the panel, the parties shall meet as soon as possible to choose a mutually agreed upon replacement. Nothing herein shall prevent the parties, by mutual agreement, from selecting an arbitrator from outside the panel. Absent such mutual agreement, the arbitrator shall be selected from the panel in accordance with the above procedure.

If an arbitration date is postponed, the party responsible for the postponement shall also be responsible for the arbitrator's charges in connection with the postponement. In the event the grievance is resolved, the parties shall split the arbitrator's cancellation fee.

Section 11.10 Grievance Meetings:

At each step of the grievance procedure, the appropriate Employer representative shall meet in accordance with the time limits. The primary purpose of the meetings shall be for the purpose of attempting to resolve the grievance. The Employer representative shall be willing, and shall have the authority needed to engage in meaningful discussion for the purpose of resolving the grievance. When the meeting does not result in a resolution of the grievance, the Employer representative shall respond to the Union, in writing, within the time limits provided herein.

Section 11.11 Discipline:

The Employer shall not demote, suspend, discharge, or take any disciplinary action against an employee without just cause. Employees who are to be or may be disciplined are entitled to Union representation exclusively in any disciplinary proceeding. The Union and Employer agree that discipline should be timely progressive and accompanied by counseling, where appropriate. It is understood that all oral and written disciplines will be discarded after eighteen (18) months if there has not been a like discipline problem.

ARTICLE XII

Continuity of Operation

Section 12.1 No Strike:

The Union will not cause or permit its members to cause, and will not sanction in any way, any work stoppage, strike, picketing or slowdown of any kind or for any reason, or the honoring of any picket line or other curtailment, restriction or interference with any of the Employer's functions or operations; and no employee will participate in any such activities during the term of this Agreement or any extension thereof.

Section 12.2 Union Responsibility:

Should any activity prescribed in Section 1 of this Article occur, which the Union has or has not sanctioned, the Union shall immediately:

- (a) Publicly disavow such action by the employees or other persons involved;
- (b) Advise the Employer in writing that such action has not been caused or sanctioned by the Union;
- (c) Notify the employees stating that it disapproves of such action instructing all employees to cease such action and return to work immediately;
- (d) Take such other steps as are reasonably appropriate to bring about observance of the provisions of this Article, including compliance with reasonable requests of the Employer to accomplish this end.

Section 12.3 Discharge of Violators:

The Employer shall have the right to discharge or otherwise discipline any or all employees who violate any of the provisions of this Article. In such event, the employee or employees, or the Union in their behalf, shall have no recourse to the grievance procedure, except for the sole purpose of determining whether an employee or employees participated in the action prohibited by this Article. If it is determined that an employee did so participate, the disciplinary action taken by the Employer may not be disturbed.

Section 12.4 No Lock-Out:

The Employer agrees that it will not lock out its employees during the term of this Agreement or any extension thereof.

Section 12.5 Reservation of Rights:

In the event of any violation of this Article by the Union or the Employer, the offended party may pursue any legal or equitable remedy otherwise available, and it will not be a condition precedent to the pursuit of any judicial remedy that any grievance procedure provided in this Agreement be first exhausted.

ARTICLE XIII Miscellaneous

Section 13.1 No Discrimination:

No employee shall be discriminated against on the basis of race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, political affiliation and/or beliefs, or activity or non-activity on behalf of the Union. The County and the Union acknowledge that the County of Cook has adopted and implemented a human rights ordinance which will be complied with.

It is the policy of the Employer that applicants for employment are recruited, selected, and hired on the basis of individual merit and ability with respect to positions being filled and potential for promotions or transfer which may be expected to develop.

Section 13.2 Safety:

The Employer will continue to make reasonable provisions for the safety of its employees during their hours of employment. The Employer also appreciates suggestions from employees concerning safety matters, and will meet periodically with the Union to discuss same.

Section 13.3 Doctor's Statement:

An employee who has been off duty for five (5) consecutive days or more for any health reason will be required to provide a doctor's statement as proof of illness, and may be required to undergo examination by the Employer's physician before returning to work.

For health related absences of less than five (5) consecutive days, a doctor's statement or proof of illness will not be required except in individual instances where the Department Head/Designee has sufficient reason to suspect that the individual did not have a valid health reason for the absence. If indicated by the nature of a health-related absence, examination by an Employer physician may be required to make sure that the employee is physically fit for return to work.

Section 13.4 Bulletin Boards:

The Employer will make bulletin boards available for the use of the Union in non-public locations. The Union will be permitted to have posted on these bulletin boards notices of a non-controversial nature, but only after submitting them to the Department Head/Designee for approval and posting. There shall be no distribution or posting by employees of advertising or political material, notices or other kinds of literature on the Employer's property other than herein provided.

Section 13.5 Partial Invalidity:

In the event any of the provisions of this Agreement shall be or become invalid or unenforceable by reason of any Federal or State law or local ordinance now existing or hereinafter enacted, such invalidity or unenforceability shall not affect the remainder of the provisions hereof. The parties agree to meet and adopt revised provisions which would be in conformity with the law.

Section 13.6 Integrity of the Bargaining Unit Sub-Contracting:

Non-bargaining unit employees shall not be permitted to perform bargaining unit work except in emergency situations, in training situations where some supervisor or management personnel is teaching or instructing an employee, or where bargaining unit members are unavailable through no fault of the employer to perform required work other than with normal absenteeism and vacations, or where circumstances exist which are out of the ordinary and beyond the control of the employer. If non-bargaining unit employees repeatedly perform bargaining unit work, this issue shall immediately be grievable at the second step of the grievance procedure.

All Bargaining Unit work that comes within the jurisdiction of the Union that is sub-contracted shall be at the sole discretion of the Employer. This sub-contracting shall, at all times, be in compliance with State and Federal Statutes and not be used to undermine the Bargaining Unit.

It is the general policy of the County to continue to utilize its employees to perform work they are qualified to perform. The County may, however, subcontract where circumstances warrant.

The County will advise the Union at least three (3) months in advance when such changes are contemplated and will discuss such contemplated changes with the Union, pursuant to the Illinois Public Labor Relations Act of 1984. The County will work with the Union in making every reasonable effort to place adversely affected employees into other bargaining unit positions.

Section 13.7 Tuition Reimbursement:

The County encourages employees to continue their education and acquire new skills. Employees making application for specific courses shall follow the Cook County tuition reimbursement policy provided sufficient funds are available.

Section 13.8 Technological Changes:

The Employer shall notify the Union at least three (3) months in advance of any proposed technological changes in the operation of the Department that will have a significant effect upon the bargaining unit.

The Employer will provide the Union with sufficient information regarding the proposed changes in order to determine the potential effect on the bargaining unit.

It is the policy of the Employer to provide sufficient and reasonable opportunity and training to bargaining unit employees to ensure that new job positions or new positions requiring new skills and knowledge are filled first by bargaining unit employees.

Section 13.9 Americans with Disabilities Act:

Whenever an employee (or the Union at the request of an employee) requests an accommodation under the American with Disabilities Act ("ADA"), or an accommodation of an employee is otherwise contemplated by the Employer, the Employer, the employee, and the Union will meet to discuss the matter.

It is the intent of the parties that any reasonable accommodations adopted by the Employer conform to the requirements of this Agreement where practicable. The Employer may take all steps necessary to comply with the ADA. Any such steps which might conflict with the terms of this Agreement shall be discussed with the Union prior to implementation. The parties shall cooperate in resolving potential conflicts between the Employer's obligation under the ADA and the rights of the Union. Neither party shall unreasonably withhold its consent to the reasonable accommodation of an employee.

Nothing in this section shall require the County to take any action which would violate the ADA or any other applicable statute.

Information obtained regarding the medical condition or history of an employee shall be treated in a confidential manner.

Section 13.10 Work Schedule Changes:

Permanent work schedules shall not be changed without prior notice to the Union.

Section 13.11 Payback Structure:

The parties agree that if at any time any member of this Collective Bargaining Agreement is overcompensated for any reason, the member shall be entitled to structure a payment plan in writing with the Employer, to payback what owed compensation. If an agreement

cannot be reached between the member and the employer, the employer (upon providing notice to the member) shall be allowed to deduct what is owed at a percentage of no more than ten (10%) percent of the net salary received over two (2) biweekly pay periods per month until paid.

Section 13.12 Recording/GPS/AVL Devices:

In order to ensure the safety of Cook County employees and to promote efficiency and economy of operations, the County may install any recording medium in any of its facilities and Global Positioning Systems (GPS) or Automatic Vehicle Locator (AVL) on any of its vehicles and other equipment. The purpose of the recording medium, GPS, or AVL is to ensure the safe and efficient use of County resources and not for the sole purpose of disciplining its employees. However, the recording, GPS, or AVL may be used in support of discipline.

Section 13.13 Union and County Meetings Respecting Health Care:

For the purpose of maintaining communications between labor and management in order to cooperatively discuss issues respecting health care coverage for all County employees, each Local Union, the County and members of bargaining units not covered by this Agreement shall meet quarterly through designated representatives. Each Local Union shall designate not more than one (1) representative to the Health Care/Management Committee. The County, through its Office of Risk Management, shall prepare and submit an agenda to the other parties at least one (1) week prior to the scheduled meeting, which agenda shall address, among other things, issues raised by each Local Union to the Office of Risk Management. The date and location for such meetings shall be established by the Office of Risk Management, taking into account the scheduling concerns of all County bargaining units.

**ARTICLE XIV
Duration**

Section 14.1 Term:

This Agreement shall become effective on December 1, 2017 and shall remain in effect thru November 30, 2020. It shall automatically renew itself from year to year thereafter unless either party shall give written notice to the other party not less than ninety (90) calendar days prior to the expiration date, or any anniversary thereof, that it desires to modify or terminate this Agreement.

In the event such written notice is given by either party, this Agreement shall continue to remain in effect after the expiration date until a new Agreement has been reached or either party shall give the other party five (5) calendar days written notice of cancellation thereafter.

Section 14.2 Notice:

Any notice under this Agreement shall be given by registered or certified mail; if by the Union, then one such notice shall be addressed to the following individuals:

1. President
Board of Commissioners of Cook
County 118 North Clark Street -
Room 537 Chicago, IL 60602
2. Chief
Bureau of Human Resources
118 North Clark Street, Room 840
Chicago, IL 60602

If given by the County, then such notice shall be addressed to:

President
Teamsters Local 700
1300 West Higgins
Suite 301
Park Ridge, IL. 60068

Signed and entered into this day _____ day of _____, 2019

COUNTY OF COOK:

BY:



TONI PRECKWINKLE, President
Cook County Board of Commissioners



Karen Yarbrough
Cook County Clerk

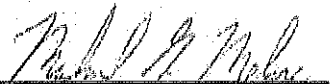
APPROVED BY THE BOARD OF
COOK COUNTY COMMISSIONERS

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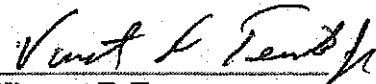
UNION: Teamsters Local 700

BY



Michael G. Melone
President Teamsters Local 700

BY



Vincent F. Tenuto
Secretary Treasurer Teamsters Local 700

APPENDIX A

Teamsters Local 700 Bureau of Administration

<u>Job Code</u>	<u>Grade</u>	<u>Title Represented</u>
0987	10	Multilith Operator II
0988 1677	12	Multilith Operator III Reproduction Technician III
0981 0989 6052	14	Duplicating Section Supervisor I Multilith Operator IV Bindery & Digital Printer Operator
2259 0989	15	Graphics Technician Multilith Operator IV
0970	16	Graphics Technician II
0969	17	Graphics Technician III

Effective December 1, 2018

SCHÉDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700/PRINT SHOP

										Year at 1st Longevity	Year at 2nd Longevity	Year at 3rd Longevity	
										After 2 Years At 5th Step	Rate & 10 Years Service	Rate & 15 Years Service	Rate & 20 Years Service
Grade		Entry Step	Entry Step	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	
9	Hourly	13,784	15,316	15,966	16,646	17,353	18,091	18,863	19,663	20,202	20,607	21,638	
	Bi-Weekly	1,102.72	1,225.28	1,277.28	1,331.68	1,388.24	1,447.28	1,509.04	1,573.04	1,616.16	1,648.56	1,731.04	
	Annual	28,670	31,857	33,209	34,623	36,094	37,629	39,235	40,899	42,020	42,662	45,007	
10	Hourly	14,765	16,405	17,104	17,831	18,587	19,377	20,201	21,060	21,641	22,073	23,176	
	Bi-Weekly	1,181.20	1,312.40	1,368.32	1,426.48	1,486.96	1,550.16	1,616.08	1,684.80	1,731.28	1,765.84	1,854.08	
	Annual	30,711	34,122	35,576	37,088	38,660	40,304	42,018	43,804	45,013	45,911	48,206	
11	Hourly	15,841	17,601	18,349	19,131	19,942	20,788	21,672	22,594	23,216	23,680	24,864	
	Bi-Weekly	1,267.28	1,408.08	1,467.92	1,530.48	1,595.36	1,663.04	1,733.76	1,807.52	1,857.28	1,894.40	1,989.12	
	Annual	32,949	36,610	38,165	39,792	41,479	43,239	45,077	46,995	48,289	49,254	51,717	
12	Hourly	16,964	18,849	19,652	20,488	21,359	22,265	23,212	24,198	24,864	25,360	26,629	
	Bi-Weekly	1,357.12	1,507.92	1,572.16	1,639.04	1,708.72	1,781.20	1,856.96	1,935.84	1,989.12	2,028.80	2,130.32	
	Annual	35,285	39,205	40,876	42,615	44,426	46,311	48,280	50,331	51,717	52,748	55,388	
13	Hourly	18,170	20,189	21,047	21,939	22,874	23,846	24,858	25,915	26,628	27,162	28,518	
	Bi-Weekly	1,453.60	1,615.12	1,683.76	1,755.12	1,829.92	1,907.68	1,988.64	2,073.20	2,130.24	2,172.96	2,281.44	
	Annual	37,793	41,993	43,777	45,633	47,577	49,599	51,704	53,903	55,386	56,498	59,317	
14	Hourly	19,508	21,676	22,598	23,557	24,559	25,601	26,689	27,824	28,588	29,160	30,619	
	Bi-Weekly	1,560.64	1,734.08	1,807.84	1,884.56	1,964.72	2,048.08	2,135.12	2,225.92	2,287.04	2,332.80	2,449.52	
	Annual	40,576	45,086	47,003	48,998	51,082	53,250	55,513	57,873	59,463	60,652	63,687	
15	Hourly	21,002	23,335	24,325	25,359	26,436	27,560	28,732	29,952	30,777	31,394	32,962	
	Bi-Weekly	1,680.16	1,866.80	1,946.00	2,028.72	2,114.88	2,204.80	2,298.56	2,396.52	2,462.16	2,511.52	2,636.98	
	Annual	43,684	48,536	50,596	52,746	54,986	57,324	59,762	62,300	64,016	65,299	68,560	
16	Hourly	22,544	25,049	26,114	27,224	28,379	29,584	30,842	32,156	33,039	33,700	35,384	
	Bi-Weekly	1,830.52	2,003.92	2,089.12	2,177.92	2,270.32	2,366.72	2,467.36	2,572.48	2,643.12	2,698.00	2,830.72	
	Annual	46,891	52,101	54,317	56,625	59,028	61,534	64,151	66,884	68,721	70,096	73,599	
17	Hourly	24,193	26,881	28,026	29,214	30,457	31,750	33,101	34,507	36,457	36,166	37,973	
	Bi-Weekly	1,935.44	2,150.48	2,242.08	2,337.12	2,436.66	2,540.00	2,648.08	2,760.56	2,836.56	2,893.28	3,037.84	
	Annual	50,321	55,912	58,294	60,765	63,350	66,040	68,850	71,774	73,750	75,225	78,983	
18	Hourly	25,916	28,795	30,018	31,294	32,623	34,010	35,457	36,962	37,978	38,740	40,678	
	Bi-Weekly	2,073.28	2,303.60	2,401.44	2,503.52	2,609.84	2,720.80	2,836.56	2,956.96	3,038.24	3,099.20	3,254.24	
	Annual	53,905	59,893	62,437	65,091	67,865	70,740	73,750	76,880	78,994	80,579	84,610	
19	Hourly	28,425	31,583	32,927	34,328	35,786	37,305	38,894	40,544	41,661	42,494	44,620	
	Bi-Weekly	2,274.00	2,526.64	2,634.16	2,746.24	2,862.88	2,984.40	3,111.52	3,243.52	3,332.88	3,399.52	3,569.60	
	Annual	59,124	65,692	68,488	71,402	74,434	77,594	80,899	84,331	86,654	88,387	92,809	
20	Hourly	31,214	34,682	36,156	37,694	39,296	40,965	42,706	44,521	45,745	46,660	48,993	
	Bi-Weekly	2,497.12	2,774.56	2,892.48	3,015.52	3,143.68	3,277.20	3,416.48	3,561.68	3,659.60	3,732.80	3,919.44	
	Annual	64,925	72,138	75,204	78,403	81,735	85,207	88,828	92,603	95,149	97,052	101,905	
21	Hourly	34,304	38,115	39,734	41,424	43,184	45,019	46,931	48,927	50,274	51,276	53,841	
	Bi-Weekly	2,744.32	3,049.20	3,178.72	3,313.92	3,454.72	3,601.52	3,754.48	3,914.16	4,021.92	4,102.08	4,307.28	
	Annual	71,352	79,279	82,646	86,161	89,822	93,639	97,616	101,768	104,569	106,854	111,989	
22	Hourly	37,644	41,827	43,605	45,458	47,388	49,404	51,501	53,692	55,168	56,270	59,086	
	Bi-Weekly	3,011.52	3,346.16	3,488.40	3,636.64	3,791.04	3,952.32	4,120.08	4,295.36	4,413.44	4,501.60	4,726.88	
	Annual	78,299	87,000	90,698	94,552	98,567	102,760	107,122	111,679	114,749	117,041	122,898	
23	Hourly	39,482	43,869	45,736	47,679	49,705	51,818	54,020	56,318	57,864	59,022	61,973	
	Bi-Weekly	3,158.66	3,509.52	3,658.88	3,814.32	3,976.40	4,145.44	4,321.60	4,505.28	4,629.12	4,721.76	4,957.84	
	Annual	82,122	91,247	95,130	99,172	103,386	107,781	112,361	117,137	120,357	122,765	128,903	

Effective June 1, 2019

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700/PRINT SHOP**

												Year at 1st Longevity	Year at 2nd Longevity	Year at 3rd Longevity		
												After 2 Years At 5th Step	Rate & 10 Years Service	Rate & 15 Years Service	Rate & 20 Years Service	
Grade		Entry Step	Entry Step	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step				
9	Hourly	14.060	15.622	16.285	16.980	17.700	18.453	19.240	20.066	20.606	21.019	22.071				
	Bi-Weekly	1,124.80	1,249.76	1,302.80	1,358.40	1,416.00	1,476.24	1,539.20	1,604.48	1,648.48	1,681.62	1,765.68				
	Annual	29,244	32,493	33,872	35,318	36,816	38,382	40,019	41,716	42,860	43,719	45,907				
10	Hourly	15.060	16.733	17.446	18.188	18.959	19.765	20.605	21.481	22.074	22.514	23.640				
	Bi-Weekly	1,204.80	1,338.64	1,395.68	1,455.04	1,516.72	1,581.20	1,648.40	1,718.48	1,765.92	1,801.12	1,891.20				
	Annual	31,324	34,804	36,287	37,831	39,434	41,111	42,858	44,680	45,913	46,829	49,171				
11	Hourly	16.158	17.953	18.716	19.514	20.341	21.204	22.105	23.046	23.680	24.154	25.361				
	Bi-Weekly	1,292.64	1,436.24	1,497.28	1,561.12	1,627.28	1,696.32	1,768.40	1,843.68	1,894.40	1,932.32	2,028.88				
	Annual	33,608	37,342	38,929	40,589	42,309	44,104	45,978	47,935	49,254	50,240	52,750				
12	Hourly	17.303	19.228	20.045	20.898	21.786	22.710	23.676	24.682	25.361	25.867	27.162				
	Bi-Weekly	1,384.24	1,538.08	1,603.60	1,671.84	1,742.88	1,816.80	1,894.08	1,974.56	2,028.88	2,069.36	2,172.96				
	Annual	35,990	39,990	41,693	43,467	45,314	47,238	49,248	51,338	52,750	53,803	56,496				
13	Hourly	18.533	20.593	21.468	22.378	23.331	24.323	25.355	26.433	27.161	27.705	29.088				
	Bi-Weekly	1,482.64	1,647.44	1,717.44	1,790.24	1,866.48	1,945.84	2,028.40	2,114.64	2,172.88	2,216.40	2,327.04				
	Annual	38,548	42,833	44,653	46,546	48,528	50,591	52,738	54,980	56,494	57,626	60,503				
14	Hourly	19.898	22.110	23.050	24.028	25.050	26.113	27.223	28.380	29.160	29.743	31.231				
	Bi-Weekly	1,591.84	1,768.80	1,844.00	1,922.24	2,004.00	2,089.04	2,177.84	2,270.40	2,332.80	2,379.44	2,498.48				
	Annual	41,387	45,988	47,944	49,978	52,104	54,315	56,623	59,030	60,652	61,865	64,960				
15	Hourly	21.422	23.802	24.812	25.866	26.966	28.111	29.307	30.551	31.393	32.022	33.621				
	Bi-Weekly	1,713.76	1,904.16	1,984.96	2,069.28	2,157.20	2,248.88	2,344.56	2,444.08	2,511.44	2,561.76	2,689.68				
	Annual	44,557	49,508	51,608	53,801	56,087	58,470	60,958	63,548	65,297	66,605	69,931				
16	Hourly	22.995	25.550	26.638	27.768	28.947	30.179	31.459	32.799	33.700	34.374	36.092				
	Bi-Weekly	1,839.60	2,044.00	2,130.88	2,221.44	2,315.76	2,414.32	2,516.72	2,623.92	2,696.00	2,749.92	2,887.36				
	Annual	47,829	53,144	55,402	57,757	60,209	62,772	65,434	68,221	70,096	71,497	75,071				
17	Hourly	24.677	27.419	28.587	29.799	31.066	32.386	33.763	35.197	36.166	36.889	38.732				
	Bi-Weekly	1,974.16	2,193.62	2,286.96	2,383.84	2,485.28	2,590.80	2,701.04	2,815.76	2,893.28	2,951.12	3,086.56				
	Annual	51,328	57,031	59,460	61,979	64,617	67,360	70,227	73,209	75,225	76,729	80,562				
18	Hourly	26.434	29.371	30.618	31.920	33.275	34.690	36.166	37.701	38.738	39.515	41.492				
	Bi-Weekly	2,114.72	2,349.68	2,449.44	2,553.60	2,662.00	2,775.20	2,893.28	3,016.08	3,099.04	3,161.20	3,319.36				
	Annual	54,882	61,091	63,685	66,393	69,212	72,155	75,225	78,418	80,575	82,191	86,303				
19	Hourly	28.994	32.215	33.586	35.015	36.502	38.051	39.672	41.355	42.494	43.344	45.512				
	Bi-Weekly	2,319.52	2,577.20	2,686.88	2,801.20	2,920.16	3,044.08	3,173.76	3,308.40	3,399.52	3,467.52	3,640.96				
	Annual	60,307	67,007	69,858	72,831	75,924	79,146	82,517	86,018	88,387	90,155	94,664				
20	Hourly	31.838	35.376	36.879	38.448	40.082	41.784	43.560	45.411	46.660	47.593	49.973				
	Bi-Weekly	2,647.04	2,830.08	2,950.32	3,075.84	3,206.56	3,342.72	3,484.80	3,632.88	3,732.80	3,807.44	3,997.84				
	Annual	66,223	73,582	76,708	79,971	83,370	86,910	90,604	94,454	97,052	98,993	103,943				
21	Hourly	34.990	38.877	40.529	42.252	44.048	45.919	47.87	49.906	51.279	52.302	54.918				
	Bi-Weekly	2,799.20	3,110.16	3,242.32	3,380.16	3,523.84	3,673.52	3,829.60	3,992.48	4,102.32	4,184.16	4,393.44				
	Annual	72,779	80,864	84,300	87,884	91,619	95,511	99,569	103,804	106,660	108,788	114,229				
22	Hourly	38.397	42.664	44.477	46.367	48.336	50.392	52.531	54.766	56.271	57.395	60.268				
	Bi-Weekly	3,071.76	3,413.12	3,558.16	3,709.36	3,866.88	4,031.36	4,202.48	4,381.28	4,501.68	4,591.60	4,821.44				
	Annual	78,865	88,741	92,512	96,443	100,538	104,815	109,284	113,913	117,043	119,381	125,357				
23	Hourly	40.272	44.746	46.651	48.633	50.699	52.854	55.100	57.442	59.021	60.202	63.212				
	Bi-Weekly	3,221.76	3,579.68	3,732.08	3,890.64	4,055.92	4,228.32	4,408.00	4,595.36	4,721.88	4,816.16	5,056.96				
	Annual	83,765	93,071	97,034	101,156	105,453	109,936	114,608	119,479	122,763	125,220	131,480				

**SCHEDULE 1
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700/PRINT SHOP**

Effective June 1, 2020

Grade		Entry Step		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step
		Entry Step	Entry Step									
									Year at Longevity Rate & 10 Years After 2 Years At 5th Step	Year at Longevity Rate & 15 Years Service	Year at Longevity Rate & 20 Years Service	
9	Hourly	14,341	15,934	16,611	17,320	18,054	18,822	19,625	20,457	21,018	21,439	22,612
	Bi-Weekly	1,147.28	1,274.72	1,328.88	1,385.60	1,444.32	1,505.76	1,570.00	1,636.56	1,681.44	1,715.12	1,800.96
	Annual	29,829	33,142	34,550	36,025	37,552	39,149	40,820	42,550	43,717	44,593	46,824
10	Hourly	15,361	17,068	17,795	18,552	19,338	20,160	21,017	21,911	22,515	22,964	24,113
	Bi-Weekly	1,228.88	1,385.44	1,423.60	1,484.16	1,547.04	1,612.80	1,681.36	1,752.88	1,801.20	1,837.12	1,929.04
	Annual	31,950	35,501	37,013	38,588	40,223	41,932	43,715	45,574	46,831	47,765	50,155
11	Hourly	16,481	18,312	19,080	19,904	20,748	21,628	22,547	23,507	24,154	24,637	25,868
	Bi-Weekly	1,318.48	1,464.96	1,527.20	1,592.32	1,659.84	1,730.24	1,803.76	1,880.56	1,932.32	1,970.96	2,069.44
	Annual	34,280	38,088	39,707	41,400	43,155	44,986	46,897	48,894	50,240	51,244	53,805
12	Hourly	17,649	19,611	20,446	21,316	22,222	23,164	24,150	25,176	25,888	26,384	27,705
	Bi-Weekly	1,411.92	1,568.88	1,635.68	1,705.28	1,777.76	1,853.12	1,932.00	2,014.08	2,069.44	2,110.72	2,216.40
	Annual	36,709	40,790	42,527	44,337	46,221	48,181	50,232	52,366	53,805	54,878	57,626
13	Hourly	18,904	21,005	21,897	22,826	23,798	24,809	25,862	26,962	27,704	28,259	29,670
	Bi-Weekly	1,512.32	1,680.40	1,751.76	1,826.08	1,903.84	1,984.72	2,068.96	2,156.96	2,216.32	2,260.72	2,373.60
	Annual	39,320	43,690	45,545	47,478	49,499	51,602	53,792	56,080	57,624	58,778	61,713
14	Hourly	20,296	22,552	23,511	24,509	25,551	26,635	27,767	28,948	29,743	30,338	31,856
	Bi-Weekly	1,623.68	1,804.16	1,880.88	1,960.72	2,044.08	2,130.80	2,221.36	2,315.84	2,379.44	2,427.04	2,548.48
	Annual	42,216	46,908	48,902	50,978	53,146	55,400	57,755	60,211	61,865	63,103	66,260
15	Hourly	21,850	24,278	25,308	26,383	27,504	28,673	29,893	31,162	32,021	32,562	34,293
	Bi-Weekly	1,748.00	1,942.24	2,024.64	2,110.64	2,200.32	2,293.84	2,391.44	2,492.98	2,561.68	2,612.96	2,743.44
	Annual	45,448	50,498	52,640	54,876	57,208	59,639	62,177	64,816	66,603	67,936	71,329
16	Hourly	23,455	26,061	27,169	28,323	29,526	30,783	32,088	33,455	34,374	35,081	36,814
	Bi-Weekly	1,876.40	2,084.88	2,173.52	2,265.84	2,362.08	2,462.64	2,567.04	2,676.40	2,749.92	2,804.88	2,945.12
	Annual	48,786	54,206	56,511	58,911	61,414	64,028	66,743	69,586	71,497	72,928	76,573
17	Hourly	25,171	27,967	29,159	30,394	31,687	33,033	34,438	35,901	36,889	37,627	39,507
	Bi-Weekly	2,013.68	2,237.36	2,332.72	2,431.52	2,534.96	2,642.64	2,755.04	2,872.08	2,951.12	3,010.16	3,160.56
	Annual	52,355	58,171	60,850	63,219	65,908	68,708	71,631	74,674	76,729	78,264	82,174
18	Hourly	26,963	29,958	31,230	32,558	33,941	35,384	36,889	38,455	39,513	40,306	42,322
	Bi-Weekly	2,167.04	2,396.64	2,498.40	2,604.64	2,715.28	2,830.72	2,951.12	3,076.40	3,161.04	3,224.40	3,385.76
	Annual	56,083	62,312	64,958	67,720	70,597	73,598	76,729	79,986	82,187	83,834	88,029
19	Hourly	29,574	32,859	34,258	35,716	37,232	38,812	40,465	42,182	43,344	44,211	46,422
	Bi-Weekly	2,365.92	2,628.72	2,740.64	2,857.20	2,978.56	3,104.96	3,237.20	3,374.56	3,467.52	3,536.88	3,713.76
	Annual	61,513	68,346	71,256	74,287	77,442	80,728	84,167	87,738	90,155	91,958	96,557
20	Hourly	32,475	36,084	37,617	39,217	40,884	42,620	44,431	46,319	47,593	48,545	50,972
	Bi-Weekly	2,598.00	2,886.72	3,009.36	3,137.36	3,270.72	3,409.60	3,554.48	3,705.52	3,807.44	3,883.60	4,077.76
	Annual	67,548	75,054	78,243	81,571	85,038	88,649	92,416	96,343	98,993	100,973	108,021
21	Hourly	35,690	39,655	41,34	43,097	44,929	46,837	48,827	50,904	52,305	53,348	56,016
	Bi-Weekly	2,855.20	3,172.40	3,307.20	3,447.76	3,594.32	3,746.95	3,906.16	4,072.32	4,184.40	4,267.84	4,481.28
	Annual	74,235	82,482	85,987	89,641	93,452	97,420	101,560	105,880	108,794	110,963	116,513
22	Hourly	39,185	43,517	45,367	47,294	49,303	51,400	53,582	55,861	57,398	58,543	61,473
	Bi-Weekly	3,133.20	3,481.36	3,629.36	3,783.52	3,944.24	4,112.00	4,286.56	4,468.88	4,591.68	4,683.44	4,917.84
	Annual	81,463	90,515	94,363	98,371	102,550	106,912	111,450	116,190	119,383	121,769	127,663
23	Hourly	41,077	45,841	47,584	49,606	51,713	53,911	56,202	58,591	60,201	61,406	64,476
	Bi-Weekly	3,286.16	3,651.28	3,806.72	3,968.48	4,137.04	4,312.88	4,496.16	4,687.28	4,816.08	4,912.48	5,158.08
	Annual	85,440	94,833	98,974	103,180	107,563	112,134	116,900	121,869	125,218	127,724	134,110

Cook County Benefit Overview

HMO(s)	Current - Benefits Effective 12/1/2015	Benefits Effective 6/1/2018
<i>Out of Pocket Maximum</i>	All Copays accumulate to OOP Max	All Copays accumulate to OOP Max
<i>Out of Pocket Maximum</i>	\$1,600 single / \$3,200 family	\$1,600 single / \$3,200 family
<i>Inpatient Facility</i>	\$100 copay per admit	\$100 copay per admit
<i>Preventive</i>	\$0 copay (100% Covered)	\$0 copay (100% Covered)
<i>Other PCP / Urgent Care</i>	\$15 copay	\$15 copay
<i>Specialists</i>	\$20 copay	\$20 copay
<i>X-Ray / Diagnostic tests (performed in lab or hospital)</i>	\$0 copay	\$0 copay
<i>Accident / illness</i>	\$15 copay	\$15 copay
<i>Emergency Room</i>	\$75 copay	\$75 copay

PPO	Current - Benefits Effective 12/1/2015	Benefits Effective 6/1/2018
<i>Deductible and Out of Pocket Maximum</i>	Copay and Deductibles do accumulate to OOP Max	Copay and Deductibles do accumulate to OOP Max
<i>Annual Deductible</i>	\$350 / \$700 (Single / Family) 2x Out of Network	\$350 / \$700 (Single / Family) 2x Out of Network
<i>Out of Pocket Maximum</i>	\$1,600/\$3,200 (Single / Family) 2x Out of Network	\$1,600/\$3,200 (Single / Family) 2x Out of Network
<i>Inpatient Facility</i>	90% In network / 60% Out of network	90% In network / 60% Out of network
<i>Preventive</i>	\$0 copay (100% Covered)	\$0 copay (100% Covered)

<i>PCP</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of network
<i>Specialists</i>	90% coinsurance after \$35 copay / 60% Out of network	90% coinsurance after \$35 copay / 60% Out of network
<i>X-Ray / Diagnostic tests (performed in lab or hospital)</i>	90% in network 60% Out of network	90% in network 60% Out of network
<i>Accident / Illness</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of network
<i>Emergency Room – In / Out of Network</i>	\$75 copay	\$75 copay

Cook County Benefit Overview (Cont.)

Drug	Current - Benefits Effective 12/1/2015	Benefits Effective 6/1/2018
<i>Prescription Drugs – Retail</i>	Generic: \$10 copay Brand Formulary: \$25 copay Brand Non-Formulary: \$40 copay Mail Order: 2 x retail	Generic: \$15 copay Brand Formulary: \$30 copay Brand Non-Formulary: \$50 copay Mail Order: 2 x retail
<i>Generic Step Therapy</i>	PBM's generic step therapy program	PBM's generic step therapy program
<i>Mandatory Maintenance Choice</i>	Mandatory mail-order for maintenance drugs	Mandatory mail-order for maintenance drugs

Vision	Current - Benefits Effective 12/1/2015
<i>Eye Examination</i>	\$0 copay Once per 12 months
<i>Eyeglass Lenses*</i>	\$0 copay standard uncoated plastic Once per 12 months
<i>Frames</i>	\$0 copay up to \$100 / Amount over \$100 less 10% Once per 24 months
<i>Contact Lenses*</i>	\$0 copay up to \$100 Once per 12 months

**Either eyeglass lenses OR contact lenses are covered every 12 months*

Cook County Benefit Overview (Cont.)

Dental – HMO	Current – Benefits Effective 12/1/2015
<i>Annual Deductible</i>	\$0 (None)
<i>Benefit Period Maximum</i>	None
<i>Preventive</i>	Requires a Maximum Allowance Includes 2 exams / cleanings per benefit period; Includes fluoride treatments under age 19
<i>Basic Benefits</i>	Requires a copayment for each specific service; Copayments equal a discount of approximately 70%
<i>Major Services</i>	Requires a copayment for each specific service; Copayments equal a discount of approximately 60%
<i>Orthodontics</i>	Requires copayments; Copayments equal a discount of approximately 25%; Max one full course of treatment for dependent children under 19

Dental – PPO	Current - Benefits Effective 12/1/2015
<i>Annual Deductible</i>	\$25 Individual / \$100 Family (In network) \$50 Individual / \$200 Family (Out of network)

<i>Preventive (2 exams / cleanings per Benefit Period)</i>	100% of Maximum Allowance (In network) 80% of Maximum Allowance (Out of network)
<i>Primary Services X-Rays Space Maintainers</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Restorative Services Routine Fillings</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Emergency Services</i>	80% of Maximum Allowance (In network) 80% of Maximum Allowance (Out of network)
<i>Endodontics</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Periodontics</i>	80% of Maximum Allowance (In network)

	60% of Maximum Allowance (Out of network)
<i>Oral Surgery</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Prosthetics</i>	50% of Maximum Allowance (In and out of network)
<i>Orthodontics</i>	50% up to a lifetime max of \$1,250 (In and out of network)

Cook County Benefit Overview (Cont.)

Employee Contributions – As a Percentage of Salary (Pre-Tax)

Blue Advantage HMO	Current Effective 12/1/2016
Employee Only	1.50%
Employee + Spouse	2.00%
Employee + Child(ren)	1.75%
Employee + Family	2.25%

PPO	Current Effective 12/1/2016
Employee Only	2.50%
Employee + Spouse	3.00%
Employee + Child(ren)	2.75%
Employee + Family	3.25%

Dental	Current Effective 12/1/2016
HMO	\$0
PPO	\$0

Vision	Current Effective 12/1/2016
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